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The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS

January 1941

Nature and Principles of the Staff Development Program

Social Work Fellowships and Scholarships

Announcement of Federal Examination

Postscripts to the St. Louis Inquiry

Volume XXII Number 4

The President of the United States in his message on the State of the Union, delivered before the joint Houses of Congress and over the air to an international audience, made a statement of especial importance to social work. He said: "Certainly this is no time to stop thinking about the social and economic problems which are the root cause of the social revolution which is today a supreme factor in the world." The President supplemented this statement by specific indications of needed legislative improvements, on which consideration by the new Congress may be expected. The President mentioned expansion of "the old age pension system" and unemployment insurance, "the widening of opportunities for adequate medical care," and a "better system by which persons deserving or needing gainful employment may obtain it."

It is not unreasonable to hope that some of the Association's objectives may be reached in this Congressional session, not in spite of the defense needs, but rather because of them. Meanwhile forces which have been busily at work to prevent the realization of these same objectives in recent years are now making use of the defense program to urge premature curtailment of existing provisions, notably WPA, and are attempting to portray the social gains of recent years as "luxuries", which the nation can no longer afford. Imperative as always in this situation is the continuous presentation of social work knowledge of unmet needs and the evidence, available nowhere else, of the effect of these unmet needs on the national morale.

Now is the time to push forward, as never before, national, state and local provisions against social and economic problems in the very name of "total defense."

* * * *

As an illustration of the kind of competent evidence on the present relief situation which social workers may provide, the following piece of inter-city correspondence has just come to our attention.

"Your client should be advised that verification of residence and authorization to return no longer carries any guarantee of assistance. There are more than sixty thousand resident heads of families who are certified for WPA employment but unable to secure assignment because of an inadequate State quota. Certification was discontinued November 1, 1939 and has never been reopened. Direct relief to unemployable persons is below subsistence needs. In most counties the grants amount to approximately four dollars per family per month which presumably must cover all maintenance expenses. Direct relief to employable persons is limited to federal commodities. These amount to approximately three or four dollars per family per month. If residence is verified, your clients must make provision to obtain shelter and supplemental food through relatives since there are no agencies with funds to provide that service."

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The Nature and Principles of the Staff Development Program

A statement of position with respect to the principle that "in-service training" or "staff education" is an agency administrative matter and a normal part of the agency's responsibility for its own competence.

The Nature of the Staff Development Program

There are certain essential characteristics in staff development programs throughout social work under both public and private auspices and inherent in these is the fundamental principle of agency responsibility.[1] A program for staff development requires the agency's acceptance of responsibility for providing opportunity for the continued growth of personnel and its recognition of a staff development program as a normal function and necessary to insure the most effective discharge of the service for which the agency is established. The agency considers this program as part of its normal function and relates it to the development of its own competence.

Planned staff development is not standardized but by virtue of common purpose has developed common characteristics regarding ways and means of assisting staff members already on the job to do their jobs better. Necessity for this plan is brought about by the fact that social work techniques are not static but are continually changing and improving; and the fact that agency function requires reexamination in the light of both changing conditions and changing techniques. That which is useful to the agency's function needs to permeate through the staff for general use. Planned staff development must fall within staff organization. Assignments must take into account differences in background equipment, must attempt to overcome defects, and must release capacity to the end that the agency's competence can be increased.

In both the public and private fields, national and state agencies should and do by various devices work with their constituent agencies on matters of staff development. National functional agencies and state agencies in the public and private field have a responsibility to contribute to coordinated programs of staff development since it is their duty to see that the local offices carry out the organization's function with the greatest possible competence.

It is assumed, of course, that staff members of social agencies carry definite responsibilities for individual staff development.

The Plan for Staff Development

The plan for staff development in any agency has a dual approach—(1) the creation of learning facilities within the agency's own individual structure; (2) utilization of agency chosen extramural resources. In addition, any sound plan for staff development presupposes personnel policies which are formulated and administered with particular concern for the improvement of agency personnel.

These administrative policies should focus on the development of supervision that is geared to raising the standard of service offered by that agency. In the creation of learning facilities within the agency's own individual structure, the following principles apply:

a. In the staff development program the most effective single tool is the individual supervision of the workers. Agencies logically focus on strengthening day by day supervisory service.
b. Other tools do and will vary with staff needs, specific agency function and the resources of staff members.
c. This program may also utilize such resources as the learning facilities of professional meetings and conferences, and various tools easily accessible within the agency structure. The most widely used tools other than supervision and general staff conferences are group conferences, institutes, directed reading and special lectures.

The Use of Extramural Resources

In relation to the use of agency chosen extramural resources, the following principles apply:

a. Appropriate types of educational experience planned and facilitated by the agency and differentiated on the basis of

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[1] This report was prepared by the third of three committees in the New York City Chapter which have been working to define the nature and principles of staff development programs and was based on the product of the previous committees. The Committee on Staff Development responsible for this Statement consists of Marion Sprague, Chairman; Genevieve Dzik, Anne Halperin, Hester Humble, Ruth Lurie, Miriam McCaffery, Mazy Ostrow, and Olive Streator.

equipment of the individuals and groups of individuals and geared specifically to the responsibility and desire of the agency to improve its services.

1. Where the worker is ready for professional education, personnel policies should make provision for the temporary absence of workers from the job and for agency participation in the expenses involved. The agency should make provision for the reintegration of those workers who return from leave so that the organization may gain the maximum from their educational experience. Where agency planning includes the facilitation of basic professional education, this should be on the assumption that the individual staff members' value to that agency makes it a proper investment, whether time or money is involved.

2. The stimulation of growth of workers of more limited educational attainment. (The amount the agency can afford to invest in professional education varies with its resources and its need for more skilled service.)

3. The rapid growth of public agencies has contributed to the marked increase of staff who lacked the equipment needed for the services they were expected to render. These agencies have a responsibility to make special provisions for the education of their staff.

4. An agency concerned with a program of staff development where original selection is at a low level, has an interest in encouraging general education, in order to facilitate later professional education. It is to the advantage of an agency to employ workers who have completed their general education thereby avoiding the probability of inadequate performance and increased costs.

Staff development programs should be available not only to workers who are less advanced in their professional training but also to those who are farthest advanced and should be adjusted to the experience, ability and tempo of the different workers. Education being dynamic is never completed, and every agency, public and private, is continually meeting new problems and discovering new methods of meeting those problems more adequately if it is forward-looking. Such programs should provide:

a. Supplementary staff interchange both between agencies and between departments within a given agency.

b. Special orientation opportunities for groups or individuals on theory or practice wherever these can increase the staff's value to the agency function.

Staff Development and Professional Education

In the light of the preceding, some of the essential differences between professional education and planned staff development become clearer. Professional education, being established and standardized though constantly developing, requires submission to the discipline of a prescribed curriculum of classroom work and supervised practice under the direction of an approved graduate school of social work. In general, a college degree is prerequisite; and completion of approximately two academic years of prescribed study in the graduate school leads to a diploma, degree or certificate. Completion of study under an approved graduate curriculum is considered desirable to an individual's equipment to enter into the responsibilities of good practice throughout social work.

Ideally, staff development should begin at the point of completion of professional education and should start with practice. A well rounded staff development program aims at the refinement of a practitioner's skills and knowledge and leads logically toward the development of the content of an advanced professional curriculum.

While it is important to classify an agency's staff development program, it is of paramount importance to stress that forward looking agencies should have well planned programs for staff development—to recognize that plans are based upon individual differences in agency function and in personnel—and to accept the wealth of approaches or activities directed to the attainment of competence in agencies.

The above principles are designed for social service staff. Agencies should assume responsibility for developing non-social service staff wherever necessary.

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(Continued on page 9)

Actions of St. Louis Chapter on the AASW Study of Employment Practices

The conclusions of the St. Louis Chapter about the AASW employment practices study were put on record at a special chapter meeting November 19.

According to the chapter minutes, Frank J. Bruno, chapter chairman, explained the plan for the meeting as follows: "Since the Executive Committee, as the governing body of the Chapter in its action of June 28th, 1940, took responsibility for asking the National Association to make the inquiry of the employment practices of the Family Service Society, it believes it has a responsibility to summarize for the chapter the findings of that inquiry. Since the professional quality of social work is dependent upon the extent to which sound principles are formulated and incorporated into practice, the Executive Committee believes that this report which is concerned with issues vitally important in the development and strengthening of the essential participation of board, executives, and staff should be presented to the Chapter as a means of furthering the interpretation and understanding of the principles tested by this study."

The AASW report was summarized for the Chapter by Walter Johnson, Ruth Lewis, and Muriel Gayford. Several resolutions proposed by the Chapter Executive Committee were then presented for discussion and action. The Chapter endorsed the following resolutions:

"The Executive Committee wishes to go on record as expressing its appreciation to the board and staff of the national American Association of Social Workers for their generous expenditure of time and service, and for the thoughtful analysis of the questions raised by the petitions of the staff and executive of the Family Service Society of St. Louis County." On motion by Lillian Mathless this resolution was amended to include the Chapter's "appreciation to the Executive Committee of the local Chapter for having seen the importance of sending the inquiry on to the National Office realizing the inadvisability of handling it locally, and to the staff of the Family Service Society for having seen the professional issues involved clearly enough to seek clarification through the American Association of Social Workers."

"The Executive Committee wishes to express its reaffirmation of the principles of employment practices formulated by the American Association of Social Workers and used as a basis for the report of the inquiry of the Family Service Society."

"The Committee believes that out of this report has come a realization of the importance of these principles and a stimulation to put into effect collectively and individually as Association members our responsibility to bring about interpretation and acceptance of sound personnel practices as set forth in the Association's statement and to develop and encourage real and lively participation of all parties involved in the conduct of our social agencies."

"The Executive Committee believes it is important to have any future inquiry conducted by a group of individuals to preclude even the possibility of criticism arising from study by a single individual." On motion by J. Bertram Black the Chapter endorsed this resolution with the following statement added: "This implies no criticism against methods used in the present inquiry but is taking into account that there have been criticisms of the present inquiry."

"The Executive Committee believes that it is within the function of the American Association of Social Workers to study departures from the American Association of Social Workers standards of personnel practice and to clarify the issues involved."

"Having reaffirmed our acceptance of American Association of Social Workers personnel practices and believing firmly in them," the Executive Committee recommends "that the incoming Committee on Personnel Practices of this Chapter be given the assignment of working out ways and means of interpreting personnel practices in a manner which will be understood by staffs, boards, and the public."

The Chapter rejected two resolutions presented by the Executive Committee, one advising against the assumption that the recent referral to the National established a precedent for such referrals, and the other questioning the publication of reports such as the AASW study.

Virginia Maxwell, noting the dismissal of the member of the FSS staff who had presented the staff petition to the AASW, proposed the following motion which was passed:

"That the St. Louis Chapter of the American Association of Social Workers go on record as affirming the obligation and the right of workers to bring to our local chapter for their consideration matters of professional and personnel practices with-

out their positions in agencies being jeopardized."

The Chapter also passed a motion by Callman Rawley that a copy of the Chapter's actions be sent to the Family Welfare Association of America.

A motion was made by Dorothea de Schweinitz to refer a letter by Stuart Queen criticising the AASW procedure to the Committee appointed by the National Board to consider future procedures in such inquiries. Because of objections to some of Mr. Queen's comments, a substitute motion was passed carrying the recommendation "that the Special Committee appointed by the National Board to set up procedure for the handling of similar situations, study the procedures used by the American Association of University Professors and other professional organizations."

Relation of SSEU to the St. Louis Inquiry

To the Editor of THE COMPASS:

We shall appreciate it if you will publish these comments on the AASW inquiry into employment practices at the Family Service Society of St. Louis County which was described in the December issue of THE COMPASS. This will be helpful in making clear the relation of the Social Service Employees Union to this inquiry and to the events which followed the publication of the AASW report dealing with that situation.

The reorganization of the agency which was announced last June injured our members in several respects—demotion of one member, reduction in salary of three members, and denial to all our professional members in the agency of adequate supervision and opportunities for professional development. This reorganization plan had been immediately preceded by the refusal of the Board of Directors of the agency to grant union recognition.

The union might have had grounds for entering publicly into this situation at the point of immediate injury to its members, but we refrained from doing so and waited instead until the report of the AASW inquiry was forthcoming and was considered officially by the board of the agency. We delayed our action because we considered the reorganization plan to be a fundamental attack on the agency's professional practice and we did not wish to divert attention from this issue to the immediate grievances of the union members or to the question of union recognition alone.

This in no sense means that we are not specifically concerned with the protection of standards of service, the advancement of professional objectives, the reliability of agency operation, or the use in the social services of the best available professional knowledge. We are concerned with these things because we are interested in advancing the welfare of our members, which is inseparably linked with the advancement of professional standards. We are concerned with these things because we are a part of the organized labor movement whose members contribute to the support of the social services and in turn make up the clients of social agencies. We seek for the members of organized labor and for the common people generally the best possible standards of social service.

Had the Family Welfare Association of America been permitted to enter the situation originally, as urgently called for by the staff, this might have precluded many of the later developments. However, prior to the action by the AASW and the SSEU, the agency's board refused to permit the FWAA to be called in and the agency's executive failed to use the advice given him by the FWAA.

The AASW inquiry was sought by the members of the staff of the Family Service Society because of their desire for a thorough, authoritative study which would bring out the facts regarding the attack on the agency's professional practice. The union readily concurred in such a step because we recognized that this attack overshadowed even the injury to the staff members as employees and because we hoped that the light shed upon the professional questions might result in a rectification of the situation in the agency, following which any union issues which continued to exist might be taken up.

The report of the inquiry did clarify beyond any shadow of doubt the violations of professional practice and the effects of these violations on the agency's services and on the staff members as professional workers and as employees. The executive and the board of directors of the Family Service Society nevertheless chose in the main to ignore the findings of the inquiry and in addition indulged in serious reprisals through the dismissals of two of the staff members who had actively participated in seeking the inquiry. Under the circumstances the facts

were presented to the representatives of organized labor in St. Louis and it was these representatives who became concerned about the quality of service their members were receiving at the Family Service Society under its existing management. It must be borne in mind that the members of organized labor contribute thousands of dollars to the United Charities (community chest) campaign. The members of the Brewery Workers Union alone contributed $20,000 to this year's drive through their union. There is no labor representation on the board of the Family Service Society.

Why, then, did the union after its wide public campaign, withdraw from the situation? Did this mean a modification of the union's essential position? It did not. The union's withdrawal was based not only on the settlement of the immediate union grievances and upon the agency's discarding of its reorganization plan, but also and primarily upon the recognition that the important purpose had been achieved of focusing professional and labor attention upon the need for sound personnel and employment practices in social agencies.

There is obviously much to be learned regarding the interrelationship between SSEU, AASW and FWAA in matters of this kind. However, it has been made crystal clear that sound professional practice requires sound employment standards and that protection of social workers as employees cannot be separated from the defense of professional standards. This being the case and in view of the wide gulf between desirable and existing practices in many agencies it would seem that there is much work to be done by all three of the national organizations mentioned.

Joseph H. Levy, Director
National Social Service Division
United Office and Professional
Workers of America.

In Correction of Error

In a statement about the AASW inquiry and report on employment practices in the Family Service Society of St. Louis County, the *Midmonthly Survey,* January 1941 (page 18) made an error in reporting on the authorization for the study. The error is italicized in the following quotation from the *Survey:*

"On petition of an FSS staff representative, the executive committee of the St. Louis chapter of the AASW voted to recommend 'an inquiry by the AASW (the national body) of the methods used by board, staff, and executive.' There are precedents for such an inquiry, and Harry Greenstein, who was then president, *though his successor had been elected,* decided to authorize it."

Authorization for the inquiry was given July 1, more than five weeks before Mr. Greenstein's successor, Wayne McMillen, was elected. It was also just three months before the expiration of Mr. Greenstein's term of office as fixed by the by-laws. When the report of the study was completed in September, and the question raised as to its presentation to the existing National Board, Mr. Greenstein requested that it be referred instead to his successor and to the newly elected officers and Board who were to take office three weeks later.

Local Chapters of AAMSW and AASW Undertake "Demonstration Merger"

At their respective membership meetings in March 1940, the Northern California District of AAMSW and the San Francisco Chapter of AASW approved a local "demonstration merger" or "participating affiliation" for an experimental period of one year between the two local organizations.

This experiment followed a series of discussions among members of the two organizations concerning their mutual interest, their interdependence, common objectives, and the need for joint strength, as well as the problem of participation. Both organizations recognize a number of problems on the national level, constitutional and administrative, but concluded that a local experiment would throw light on these problems.

The plan called for a combined monthly meeting of the Division of Health and Medical Care of the AASW chapter and the Northern California District of the AAMSW, the chairman of the latter to become the chairman of the Division of Health and Medical Care and sit on the Executive Committee of the AASW. Should she be one of the 30% duplicate members, she would also be entitled to a vote in the AASW Executive Committee.

A detailed report of the plan was drawn up and submitted to the California regional conference of the AASW in April and to the two national organizations, both of which are following the experiment closely.

The 1941 Delegate Conference

The time for the 1941 Delegate Conference has been set for May 30 and 31, 1941. The Conference will be held either in Atlantic City or in a place nearby, en route to Atlantic City. Notice has been sent to the chapters regarding preliminary plans for the program and for the schedule of preparatory work.

Chapters are asked to send in any suggestions as to conference program which they have now, so that if possible they may be worked into the Association's plans. Other bulletins will be going out from time to time about subjects for the program as these are known and about proposals which come from committee activity and future actions of the National Board.

It is desirable that chapters have the Conference agenda sufficiently in advance to consider and prepare for their part in Conference deliberations. To allow 60 days for chapter consideration requires that the final agenda go to chapters by March 31. Another meeting of the National Board is being scheduled for March 14 and 15 at which time it is expected that the Board will act on reports from the various committees on proposals they are suggesting for the Conference and suggestions from other sources, in order to establish the final agenda.

This bulletin also notified chapters about the official number of delegates and alternates to which they are entitled so that chapters may proceed with their plans for selecting their representatives.

On January 1, the resignation of Margaret Woll as Commissioner of Welfare in Kentucky became effective in response to a request from the Governor.

Miss Woll has been Commissioner of Welfare since 1938. The Kentucky Chapter in expressing to the Governor its regret and concern emphasized the importance of competent personnel in appointive positions as well as those technically covered by the merit system. The Chapter also expressed to the editors of the various newspapers in the State their appreciation of the very full articles and editorial comment on the situation. The *Louisville Courier-Journal* sought from the Social Security Board data comparing welfare job requirements in Kentucky with those in other states and published in full the detailed comparison submitted at the newspaper's request by Miss Jane Hoey of the Bureau of Public Assistance.

Chapter Relationships With Other Organizations

Sometimes the question is asked as to whether AASW chapters should not collaborate with other organizations in their areas. The answer, as given in a recent report of the Committee on Chapters is: "They do."

Forty-nine of the 52 chapters which answered a questionnaire recently reported a great variety of relationships with other agency programs. Examples of agencies with which chapters cooperate most frequently are councils of social agencies, labor unions, and organizations of several kinds interested in social legislation and personnel matters. Many chapters report memberships in councils and several in state organizations promoting social programs.

Almost all of the chapters reporting believed that real benefit to the chapter had been derived from their relationships with other organizations, of whatever sort. The values noted most frequently were: opportunity to promote a better understanding of the aims and objectives of the professional organization and better recognition of the chapter's place in the community; stimulus to the interests of the chapter membership in the chapter itself and in the validity of its taking professional action on social work issues; means for more effective planning and action on social work problems of concern to the chapter.

That work with other organizations is not all smooth sailing for chapters is indicated by the fact that two-thirds of the chapters which noted values stated also that they had encountered difficulties. Differences in points of view about the chapter's function and method of work appeared to account for a number of the difficulties. Also frequent problems were: the attitudes toward the chapter held by other organizations; the heterogeneous nature of some organizations which makes it difficult to establish a common base and to avoid becoming involved in support of some other phase of their program which is not appropriately a concern of the chapter.

Responses to the Committee indicate that chapters are studying and analyzing their experiences in working with other organizations, the nature of these relationships, the occasions for them, the desirable machinery in the chapter for handling them. Several chapters stated their belief that such relationships have great potentialities and need the chapter's careful attention and exploration.

Examination for Consultant in Social Services

The notice below is reproduced from a bulletin to chapters, so that all Association members may know of the pending examination for the position of consultant in social services in the federal service, announced on January 6 by the United States Civil Service Commission.

There are three grades for this position, with salaries ranging from $3200 to $4600 a year. These positions are in the following branches of the Government: The Children's Bureau of the Department of Labor; Bureau of Public Assistance and Bureau of Research and Statistics of the Social Security Board. Separate employment lists will be established for the following optional subjects:

1. Consultation in Child Welfare Administration.
2. Consultation and Supervision in Administration of Public Assistance and Analysis of Administrative Procedures.
3. Research in Problems of Family and Child Welfare, Social Welfare Legislation and Social Provision for Dependent, Delinquent, and Mentally or Physically Handicapped Children.
4. Research in Problems of Public Welfare Administration.
5. Collection, Analysis and Interpretation of Recurrent Statistical Social Data.

For all options, applicants must have completed a 4-year course leading to a bachelor's degree. For options 1, 2, and 3, this college study must have included or have been supplemented by not less than one full year of study, undergraduate or graduate, in an accredited school of social work. For options 4, and 5, this college study must have included 15 semester hours' credit in economics, sociology, social work, political science, or public administration, and 6 semester hours' credit in statistics. In addition, experience is required in the option for which application is made and varying in amount with the grade of the position, such as in: Social case work services; social welfare planning; personnel administration; teaching in an accredited graduate school of social work; research in administration of social services; and collection, analysis and presentation of social statistical data.

Graduate study may be substituted for a part of the experience. Applicants will not be given a written test but will be rated on the qualifications shown in their applications and on corroborative information.

Applications must be on file with the U. S. Civil Service Commission, Washington, D. C., not later than *February 10, 1941,* if received from States east of Colorado and not later than *February 13,* from Colorado and States westward. Further information is contained in the announcement which, with the application form, may be obtained from the office of the Board of U. S. Civil Service Examiners at any first- or second-class post office, or from the U. S. Civil Service Commission, Washington, D. C., or from any of the Commission's district offices.

Staff Development Programs

(Continued from page 4)

Committee of the Conference on the Association Profession—"The Junior Secretaryship; A Manual on the Induction Experience in the YMCA."

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Hoey, Jane—"Use of Federal Administrative Funds for Paying Salaries to State Staff Members on Educational Leave." COMPASS, March 1938.

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Pray, Kenneth—"One Sixth of All Citizens." *Social Work Today,* May 1939.

Rich, Margaret E.—"The Philosophy and Program of a Private Family Agency." *Family,* January 1939.

Robinson, Virginia—"Educational Processes in Supervision." F.W.A.A.

——— "Supervision in Social Case Work."

——— "Standards of Personnel in Private Agencies." COMPASS, March 1939.

State of New York, Department of Social Welfare—"Child Welfare Service in Rural New York State." April 1939.

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Van Driel, Agnes—"Personnel in Social Security." Proceedings National Conference of Social Work, 1937; *Social Service Review,* September 1937.

——— "Princpiles Underlying a Staff Development Program for a Public Assistance Agency." COMPASS, March 1938.

——— "Report of Division on Technical Training, Bureau of Public Assistance, Social Security Board." COMPASS, March 1938.

——— "Principles and Problems of Training Within the Public Assistance Agency." COMPASS, March 1938.

Y.M.C.A. of the City of New York—"In-Service Training Program 1938–1939."

Social Work Fellowships and Scholarships

THIS list is compiled annually by the AASW as a method of bringing scholarship opportunities to the attention of those who might be interested and qualified to apply for them. Information in regard to scholarship offerings in the member schools of the Association of Schools will be found in the list, together with some which are offered elsewhere.

The schools report that the number of applicants is always greatly in excess of the available scholarships and that an exceptionally good academic record as an undergraduate, plus evidence of the applicant's qualifications for the field of social work is essential in securing a scholarship. An undergraduate major in one of the social sciences is required in some instances and when experience is required for certain scholarships, this must have been of superior quality. There are ordinarily no geographical limitations in applying for scholarships and the schools report wide distribution in applications received and scholarships awarded.

I. AMERICAN ASSOCIATION OF SCHOOLS OF SOCIAL WORK

1—Atlanta University School of Social Work, Atlanta, Ga.

SCHOLARSHIPS AND FELLOWSHIPS 1941–42

Several tuition scholarships available to qualified students offered by the School.

One tuition scholarship offered by Alumni Association of School. (This is really a loan fund which the recipient repays after graduation.)

2—Boston University, Boston, Mass. School of Social Work.

SCHOLARSHIPS 1941–42

Two William S. Studley Scholarships of $300 each. Award is made on the basis of scholarship ranking in college in the upper fourth of the senior class.

Two tuition scholarships of $300 each.

Two assistantships paying $300 each. Award is made on the basis of special abilities.

In addition, the school offers a limited number of loans.

Applications should be made not later than *May 15, 1941.*

3—Bryn Mawr College, Bryn Mawr, Pa. Carola Woerishoffer Graduate Department of Social Economy and Social Research.

Preparation for positions dealing with Social Case Work, Child Welfare, Group Work, Public Welfare Administration, Federal, State and Municipal Departments of Welfare and Labor, Vocational Guidance, the Public Employment Service, Social Welfare Planning, Administration of Social Agencies, and Social and Industrial Research; graduate study in Sociology and the Social Sciences. In addition to the Two-year Certificate in Social Economy, the degrees of Master of Arts and of Doctor of Philosophy are offered by Bryn Mawr College and are accordingly available to students in the Carola Woerishoffer Graduate Department of Social Economy and Social Research who satisfy the requirements for those degrees. For admission to the Department, students must present a diploma from some college of recognized standing with major work completed in the field of the Social Sciences: Economics, Politics, Psychology or Sociology.

RESEARCH ASSISTANTSHIP 1941–42

A Susan M. Kingsbury Research Assistanceship in Social Economy and Social Research, comprising a stipend of $800 and a remission of tuition, is awarded annually on the recommendation of the Director of the Carola Woerishoffer Graduate Department of Social Economy and Social Research. It is open to graduates of any college of good standing, preferably students of advanced standing and candidates for the degree of Doctor of Philosophy, who, from either training or experience, have knowledge of methods and techniques in social investigation.

FELLOWSHIPS 1941–42

Two Carola Woerishoffer Memorial Fellowships of the value of $860 each are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

SCHOLARSHIPS 1941–42

Two Carola Woerishoffer Memorial Scholarships of the value of $400 each are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

The Susan M. Kingsbury Research Scholarship of the value of $300, offered in 1941–42 and alternate years thereafter, is open to graduates of Bryn Mawr College or of any other college of good standing.

APPLICATION

For further information and application blanks, address Secretary, Department of Social Economy, Bryn Mawr College. Applications should be received by *March 1, 1941.*

4—Buffalo, University of, Buffalo, N. Y. School of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1941–42

Working Assistantship in social work open to college graduates on a competitive basis. Provides $100 in cash, plus $250 in tuition. Open only to second-year post-graduate students.

In addition, the income from a $1,000 fund is available as a prize to pre-social work students taking their B.A. in the Department of Sociology.

5—California, University of, Berkeley, Calif.

SCHOLARSHIPS 1941–42

James Denman Scholarship is open to women students, graduate or undergraduate, of the University of California preparing to enter upon some municipal or quasi-public employment, having in view the systematic regulation, care, and fostering of the recreation of young people in large cities.

6—Carnegie Institute of Technology, Pittsburgh, Pa. Margaret Morrison Carnegie College.

SCHOLARSHIPS 1941–42

General scholarships offered in the undergraduate curriculum are listed on pages XXVII to XXXII of Margaret Morrison Carnegie College Bulletin and are

open to any qualifying student pursuing the pre-professional course.

No scholarships are available to students entering the professional curriculum, but the Department offers two Graduate Assistantships of $250 each to second-year students.

Two resident scholarships in a state hospital are available to second-year students wishing to major in psychiatric social work, and some agency fellowships in Pittsburgh are also available to qualifying second-year students.

7—Catholic University of America, Washington, D. C. School of Social Work.

SCHOLARSHIPS 1941–42

Two of the 25 full scholarships established by the Knights of Columbus at the Catholic University of America are available to students in the School of Social Work. One or both of these scholarships, which are awarded on the basis of a competitive examination, may be available in the academic year 1941–42. Registration for the examination must be made before *March 1, 1941.*

The following scholarships will be available in the academic year 1941–42 to students who are acceptable to the local agency, and who meet the qualifications for admission to the School of Social Work.

1. One and possibly both of the two full scholarships offered by the Society of St. Vincent de Paul in St. Louis.

2. One scholarship offered by the Society of St. Vincent de Paul of New York City.

3. One full scholarship, made available by Right Reverend Monsignor R. M. Wagner, Director of Catholic Charities of Cincinnati.

4. A number of interneships offering maintenance in institutions in the District of Columbia for a prescribed number of hours of work.

The School of Social Work has the privilege of referring qualified students to a national foundation which provides non-interest-bearing loans to graduate students within one year of the degree.

Applications for scholarships must be submitted to the Dean on or before *April 1, 1941.*

8—Chicago, University of, Chicago, Ill. School of Social Service Administration.

FELLOWSHIPS 1941–42

Two university fellowships carry stipends of $600 and $750 from which tuition fees must be paid. They are available for students who have completed at least two years of graduate work in social service and have had experience in social work.

A special fellowship fund founded by the alumni of the Chicago School of Civics and Philanthropy yields approximately $700 biennially and is usually awarded to a candidate who has already had experience in social work, and who has completed part of the School's program.

The Grace Abbott Fellowship in Public Welfare Administration has been established by her former students, associates, and friends in honor of the public services of Grace Abbott, former Chief of the United States Children's Bureau and member of the Social Service Faculty. In view of the generous contributions from the staff and friends of the United States Children's Bureau, special preference will be given to applicants from the public child welfare services.

The Leila Houghteling Fellowships and Scholarships range from tuition fees to the sum of $600 a year, depending upon the student's assignment. They are available only to those candidates who have completed a substantial amount of professional work (including field work) in the School of Social Service Administration.

The Commonwealth Fund Fellowships—For several years the School has received from the Commonwealth Fund an annual grant for special fellowships in psychiatric social work. These scholarship grants are usually awarded to students who have already completed not less than two quarters of graduate work in the School, and who are planning to remain to complete the two-year graduate program.

SCHOLARSHIPS 1941–42

A few graduate service scholarships and half scholarships are available, carrying stipends which cover only tuition or half tuition and carry a service obligation of ten (or five) hours a week.

A few Hannah Solomon Scholarships carrying tuition are granted by the National Council of Jewish Juniors. Information concerning these scholarships may be obtained from the Dean.

The La Verne Noyes Foundation provides tuition scholarships for deserving students who have served in the Army or Navy, or who are descendants of any one who served in the Great War.

The Helen M. Crittenden Loan Fund, the Leila Houghteling Loan Fund, the Sidney Teller Loan Fund, the James Leake Loan Fund, and the Alumni Loan Fund are available for small loans to students who have already completed one or more quarters of work.

All fellowships and scholarships are available only to graduate students with good scholarship records in the colleges or universities attended and when experience is required, evidence must be submitted showing that this has been experience of superior quality indicating promise of further development and a future contribution to the field.

9—Denver, University of, Denver, Colo. Department of Social Work.

ASSISTANTSHIPS AND LOANS 1941–42

1. Graduate assistantships, four paying $125 each. Time required of student 10 hours each week.

2. Several loan funds granted upon basis of individual application.

10—Fordham University, New York City. School of Social Service, Woolworth Bldg., N. Y. C.

SCHOLARSHIPS AND LOANS 1941–42

The *Margaret Cummings Haney Scholarship,* and the *Adelaide McNamara Scholarship,* provide part tuition for students who have completed at least one semester's work at the School. The *Elizabeth Cady Memorial Fund* is also available for small loans to students who may need supplementary aid. All awards are based on the applicant's school record and financial circumstances. Applications should be made in writing and addressed to the Regent. No fellowships are offered by the School.

From external sources, two of the co-operating agencies, namely, The Catholic Home Bureau and Catholic Charities of Brooklyn, have in the past several years provided scholarships and fellowships for students who first meet the school admission requirements and are accepted by the school.

Eight scholarships are ordinarily offered to first-year students, who are residents of Brooklyn, by the Catholic Charities of Brooklyn, and eight fellowships to second-year students, who are residents of Brooklyn.

The Catholic Home Bureau has adopted the policy of offering four fellowships each year to second-year students. Inquiry regarding either of these agency scholarships should be made at the School.

11—Indiana University, Indianapolis, Ind. Training Course for Social Work.

SCHOLARSHIPS 1941–42

Amos W. Butler Memorial Scholarships available to advanced students in public welfare administration.

Katharine Holliday Daniels Memorial Loan Fund, loans without interest to advanced students preparing for group work or allied fields.

Three University Research Assistantships are available for advanced students.

One faculty assistantship is available for an advanced student.

Institutional Maintenance Scholarships for advanced students in selected institutions.

12—Iowa, State University of, Iowa City. Graduate Course in Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1941–42

The Graduate College of the State University of Iowa has 50 tuition scholarships, 30 tuition and room scholarships, 50 or more research or assistantships, and about 70 graduate assistantships on half time, and 25 or more research assistantships on one-fourth time. These are open to any graduate student of high scholastic standing on a competitive basis. Students interested in graduate study in the Division of Social Administration may make application. All of them carry a reduction of two-thirds tuition both for the academic year and for the summer session adjacent to the academic year for which the appointment is made.

Assistantships, as a rule, are open only to graduate students who have done a year of distinguished work in their chosen major field.

Loan funds include the A. Whitney Carr Graduate Loan Fund and the Robert T. Swaine Graduate Loan Fund.

Application for any of the above should be filed with the Graduate College not later than *March 1, 1941.*

There is, also, a loan fund of $200 established by the Iowa Chapter of the American Association of Social Workers, as an aid to students who wish to pursue graduate study in social work.

An annual grant of $200 is provided by the King's Daughters for a scholarship to be awarded by the Division of Social Administration to a suitable candidate.

13—Louisiana State University, University, Louisiana. Graduate School of Public Welfare Administration.

FELLOWSHIPS 1941–42

A limited number of fellowships are awarded by the Graduate School of Public Welfare Administration. Applications for fellowships for the fall semester should be made prior to *April 1, 1941.*

14—Louisville, University of, Louisville, Ky. Graduate Division of Social Administration.

SCHOLARSHIPS 1941–42

One tuition scholarship is offered by the Kentucky Chapter of AASW.

One or more other scholarships are occasionally made available on a joint-placement basis or by donations from interested citizens.

15—Loyola University, Chicago, Ill. School of Social Work.

SCHOLARSHIPS 1941–42

Five scholarships established in the School of Social Work by the Alumnae Association of Loyola University are available to graduate students. Three scholarships provide $250 and two provide $125. The President's scholarship, offered each year, provides $400 to a graduate of Loyola University College of Arts and Sciences.

16—Michigan, University of, Institute of Public and Social Administration, 40 East Ferry Avenue, Detroit, Michigan. Curriculum in Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1941–42

Graduate students in social work are eligible to apply for University fellowships and scholarships open to graduate students generally in the University. University fellowships of $500 each are awarded on a competitive basis to graduate students in different fields. Applications should be received not later than *May 1, 1941.*

There is a limited number of field scholarships provided by cooperating agencies and paying $60 to $80 a month for students who could not otherwise pay to carry field work.

17—Minnesota, University of, Minneapolis. Graduate Course in Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1941–42

Several fellowships in medical social work and one in social work, special line not stated, are available for graduate students who have been enrolled in the Graduate Course in Social Work for at least one quarter. The general fellowship amounts to $150 a quarter. Those for medical social work are flexible in amount not exceeding $150 per quarter. They are awarded to promising students who would be unable to continue their professional education unless financial assistance could be procured.

Applications for such fellowships must be made not later than *March 1, 1941.*

18—Montreal School of Social Work, 3600 University Street, Montreal, Canada.

SCHOLARSHIPS AND BURSARIES

The Alumni Bursary of $50 per annum is offered by the Alumni of the McGill School for Social Workers and a Bursary of $60 per annum by the Local Council of Jewish Women. Applications should be addressed to the Director at the School.

REDUCED FEES AND FREE TUITION

By special arrangement a limited number of well-equipped students, nominated by certain local agencies and prepared to accept positions in Montreal upon graduation, may be accepted on half fees.

The School offers free tuition in the Diploma Course to two suitably prepared men or women graduates of McGill University. Candidates should be prepared to accept positions in local social agencies at the conclusion of the training period.

19—National Catholic School of Social Service, Washington, D. C.

FELLOWSHIPS AND SCHOLARSHIPS 1941–42

Seven full fellowships, ten part fellowships, and seven scholarships may be awarded.

Candidates are nominated by patrons who have created the endowments. Eligibility usually requires residence in the Diocese of the sponsor or membership in the sponsoring organization. A limited number are designated by the School Administration.

FULL FELLOWSHIP (ENDOWED)

Full fellowships offer both tuition ($300 annually) and maintenance ($500 annually).

1. The Queen Isabella Foundation, Daughters of Isabella (2). $800.
2. Hartford Fellowship, Diocesan Council of Catholic Women, Hartford, Connecticut (1).* $800.

PART FELLOWSHIPS (ENDOWED)

Part fellowships offer amounts varying from $300 to $500 annually.

1. Mary Gess Schrembs Fellowship, Diocesan Council of Catholic Women, Cleveland, Ohio (1).
2. Anna Clarke Hanna Fellowship, Archdiocesan Council of Catholic Women, San Francisco, California (1).
3. Christine Parrott Donohue Fellowship, Mr. Joseph Donohue, San Francisco, California (1).
4. Hines Fellowship, Mrs. Loretto Hines, Chicago, Illinois (1).
5. Teresa Molamphy Fellowship, Pittsburgh Diocesan Council of Catholic Women, Pittsburgh, Pennsylvania (1).†
6. Florence Bain Seymour Fellowship, sponsored by the League of Catholic Women of Detroit, Michigan (1). Contingent on disposition of sponsors.

ANNUAL FELLOWSHIPS

Annual fellowships provide all or part of tuition ($300) and/or maintenance ($500) for one year.

1. Sacred Heart Alumnae Scholarship, The Associated Alumnae of Sacred Heart Convents, Kansas City, Missouri (1). $300.†
2. Bishop Noll Fellowship, Fort Wayne Diocesan Council of Catholic Women, Fort Wayne, Indiana (1). $500.*
3. Glennon Fellowship, Archdiocesan Council of Catholic Women, St. Louis, Missouri (1). Amount to be decided at time of award.
4. Rt. Rev. Francis J. Haas Fellowship, Archdiocesan Council of Catholic Women, Milwaukee, Wisconsin (1). Amount to be decided at time of award.†
5. Young Ladies Institute Fellowship. Young Ladies Institute on the Pacific Coast (1). $800.
6. LeBlond Fellowship, Mrs. R. K. LeBlond, Archdiocese of Cincinnati, Ohio (1). $800.
7. Most Rev. John J. Cantwell, D.D., Archdiocese of Los Angeles, California (1).* $800.
8. Most Rev. Francis J. L. Beckman Fellowship, Dubuque Archdiocesan Council of Catholic Women, Dubuque, Iowa (1). Amount and terms to be decided at time of award.
9. Catholic Charities and St. Vincent de Paul Society, Diocese of Syracuse, New York (1).* $800.

SCHOLARSHIPS

Scholarships provide tuition ($300) only.

1. Catholic Charities, Archdiocese of New York (1).*
2. Washington Auxiliary, National Catholic School of Social Service (2). $150 grant—$150 loan.
3. Catholic Daughters of America, Court District of Columbia No. 212 (1). $300.
4. Committee of Twenty-Five, Washington, D. C. (1). $300.†
5. Overseas Division, National Council of Catholic Women (1). $300.†*
6. a'Kempis Club of New Jersey (3). $300.†*

All candidates for scholarships or fellowships must be approved by the Admissions Committee of the School.

Scholarships and fellowships are granted on the basis of a competitive examination.

All candidates must hold the Bachelor's degree from a college of recognized standing.

Candidates must be not less than twenty-one nor more than thirty-five years of age.

Applications for fellowships or scholarships must be submitted before April 1, 1941.

All communications should be addressed to the Director, National Catholic School of Social Service, 2400 Nineteenth Street, N.W., Washington, D. C.

20—Nebraska, University of, Lincoln, Nebr. Graduate School of Social Work.

SCHOLARSHIPS, ASSISTANTSHIPS, LOANS, 1941–42

Regent's Scholarship. One Regent's scholarship for each Nebraska college or university, carrying complete tuition for one year, open to graduates of Nebraska colleges wishing to enter any department of the University. Application should be filed with the President of the institution from which the student is graduating.

Mortar Board Scholarship. One Mortar Board scholarship of $150 for a graduate woman. Apply to the Dean of the Graduate College, Social Science Building 102. Free tuition is given by the University.

Edith and Grace Abbott Scholarships. One of $100 and free tuition first semester; one of $100 and free tuition, second semester. These two scholarships and other gifts are made possible by the Nebraska Chapter of the American Association of Social Workers, and are awarded without regard to race, creed, or residence, to eligible graduate students who wish to enter the profession of social work.

Graduate Scholarship in Social Work. One or more scholarships of not less than two hundred fifty dollars each plus free tuition will be awarded for the academic year of 1941–42 to students of outstanding promise who, without such assistance, would be unable to undertake graduate study.

Graduate Assistantship in Social Work. At least one graduate assistantship, of an amount commensurate with the quality and quantity of service the student is able to render, is available in the Graduate School of Social Work for a student of demonstrated competence who is unable to continue graduate study without such assistance.

Further information and application forms may be secured from the Director of the School except as specified above.

21—The New York School of Social Work, 122 East 22nd Street, New York City.

FELLOWSHIPS 1941–42

Foreign Fellowships *

Elizabeth Lowe Gamble

A fellowship, covering tuition and maintenance for a foreign student, preferably one from the Orient.

Willard Straight

A fellowship covering tuition and maintenance, for a foreign student.

The fellowship grants may not be used for traveling expenses. Tuition for the fellowship period, approximately nine months, must be paid to the School from each of the fellowship grants, and the balance will be awarded monthly for maintenance. Applicants should have a background of social work experience and expect to return to their own country to engage in social work. They should have sufficient knowledge of English to carry a full School program, including lectures, discussion and field work. Application blanks secured from the School must be filed *not later than January 15, 1941.*

Work-Study Fellowships

The New York School of Social Work will award a limited number of tuition fellowships, combined with

† Scholarship granted as a loan to be repaid either in whole or in part after graduation.

* Contingent on renomination of present holder.

* In the event that these fellowships are not awarded because of world conditions, due notice will be given.

opportunities to earn maintenance in selected institutions, clubs or settlements. These will be open to men and women living outside New York City who can remain at the School for nine months or a full year. Students must cover their own incidental expenses for which approximately $25 a month should be allowed.

Applicants must qualify as regular graduate students eligible for the master's degree (see School's admission requirements and procedure in the General Announcement). The choice of candidates will be determined by their qualifications for the School program and by their equipment for the available work opportunities. Although age limits are not fixed, in general 23 to 28 are the ages most acceptable to the institutions. For most of the positions, experience in which the candidate has demonstrated ability to live and work with groups and to carry responsibility is desirable.

This competition is open to college seniors only if they have previously had some substantial work experience.

Application blanks secured from the School must be filed *not later than February 15, 1941.*

Commonwealth Fund Fellowships

A number of Commonwealth Fund fellowships, varying in amount will be offered for training in psychiatric social work. Applicants must qualify as regular graduate students eligible for the master's degree (see School's admission requirements and procedure in the General Announcement), and have completed at least two quarters or semesters of graduate training (full-time or equivalent) including some psychiatric theory in a professional school of social work. If professional training has not included field work, an applicant must have had in addition to this training a minimum of two years' experience in intensive case work under supervision. Application blanks secured from the School must be filed *not later than March 1, 1941.*

22—North Carolina, University of, Chapel Hill, N. C. School of Public Administration, Division of Public Welfare and Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1941–42

No special scholarships or fellowships offered in the Division of Public Welfare and Social Work. The limited number of scholarships and fellowships offered by the University to graduate students in general are open to social work students as to other graduate students. Application for the following college year must be filed before *March 1, 1941.*

23—Northwestern University, the University College, Chicago, Ill. Division of Social Work.

ASSISTANTSHIPS, SCHOLARSHIPS, AND FELLOWSHIPS, 1941–42

There are available in the Division of Social Work: Two assistantships, carrying full graduate tuition.

Eighteen university fellowships of about $400 and tuition, and a limited number of tutorial fellowships covering tuition and board, are available to graduate students on a university-wide competitive basis.

Applications for fellowships should be received not later than March 1, and applications for other grants not later than *April 1, 1941.*

24—Ohio State University, Columbus, Ohio, School of Social Administration, Graduate Program.

SCHOLARSHIPS 1941–42

Prospective students in Social Administration are eligible to apply for fellowships and scholarships offered by the Graduate School of the University.

Funds for loans without interest are available.

Under certain conditions non resident fees of $150 per academic year are waived for a limited number of graduate students.

Ohio Public Health Association Scholarship, $300 and tuition.

Charles C. Stillman Scholarship, $100 and tuition.

Each of the following scholarships yields $60 and tuition:

Franklin H. Patterson Memorial Scholarship.

Mrs. Charles B. Manning Scholarship.

M. R. Bissell, Jr., Scholarship.

School of Social Administration Associates, Inc., Scholarship.

Erdis G. Robinson Scholarship.

Community Chests and Councils, Inc., Scholarship.

School of Social Administration (anonymous) Scholarship.

25—Oklahoma, University of, Norman, Okla., School of Social Work.

RESEARCH FELLOWSHIPS 1941–42

The University of Oklahoma offers ten or more graduate research fellowships and scholarships. Appointments are assigned from year to year to various departments according to the merits of the applicants and the nature of the research problems submitted. Research fellowships carry stipends ranging from $300 to $400. Research scholarships carry stipends ranging from $150 to $200 and are usually awarded to students who are entering upon graduate study.

Applications for research fellowships and scholarships must be filed with the Dean of the Graduate School on or before *March 15, 1941.*

26—Pennsylvania School of Social Work, Affiliated with the University of Pennsylvania, 311 So. Juniper Street, Philadelphia, Pa.

FELLOWSHIPS AND SCHOLARSHIPS 1941–42

The Pennsylvania School of Social Work announces that five first-year tuition scholarships will be available for students entering in the coming school year. A number of second-year fellowships and a tuition scholarship for work in the Advanced Curriculum will also be awarded in cooperation with social agencies of Philadelphia, offering special educational opportunities in specialized fields.

Both scholarships and fellowships are available only for applicants who have completed a full four-year course in an accredited college or university, and fellowships will be awarded only to persons who have successfully completed at least one year of graduate, professional education, including the substantial equivalent of the first year of the Graduate Course at the Pennsylvania School.

Applications for scholarships and fellowships should be received not later than *May 1, 1941.*

Loan funds administered by the Alumni Association of the School and the Rachel Pflaum Memorial Committee, are available to a limited number of students.

27—Pittsburgh, University of, Pittsburgh, Pa. School of Applied Social Sciences.

FELLOWSHIPS AND SCHOLARSHIPS 1941–42

Through the cooperation of field instruction centers, the Buhl Foundation and the University Trustees, a limited number of fellowships and part tuition scholarships, ranging from small amounts up to a few Buhl fellowships at $800 a year, are available. The Buhl Public Welfare and Group Work fellowships are designed for persons of some experience in the field who are in a position to return after completion of work.

Assignments are made on the basis of merit and the financial needs of successful applicants.

Inquiries should be addressed to the office of the Dean not later than *April 1, 1941.*

28—St. Louis University, St. Louis, Mo. School of Social Service.

FELLOWSHIPS 1941–42

Four fellowships in medical social work open to college graduates with a sufficient background in social sciences and biology. The fellowships cover the cost of tuition and maintenance. Available to women students only.

A limited number of institutional placements are offered annually which provide board and lodging. These placements are available to prospective students, men and women, in any of the major fields offered by the School.

Three interneships offered in cooperation with the St. Louis Bureau for Men to graduate men students who desire to follow the curriculum in Child Welfare and receive special training in the problem of the older boy. Board, lodging and monthly allowance granted on a three-year plan.

Applications must be filed before *March 1, 1941.*

29—Simmons College School of Social Work, 18 Somerset Street, Boston, Mass.

SCHOLARSHIPS AND LOANS 1941–42

Several full tuition scholarships are available for graduate students. Application should be made by *March 15, 1941.*

A limited number of residence scholarships are available for qualified students in the second year of work in the psychiatric social work field.

Tuition loans are available.

30—Smith College School for Social Work, Northampton, Mass.

SCHOLARSHIPS 1941–42

Several $450 and $500 scholarships, eighteen interneships paying all maintenance expenses, and eight $100 tuition scholarships are available for students in the second and fourth sessions. Applications should be sent to the Director before *April 15, 1941.*

31—Southern California, University of, Graduate School of Social Work, Los Angeles, Calif.

SCHOLARSHIPS 1941–42

A few general service scholarships have been set aside for graduate students who are enrolled as candidates for advanced degrees and who are carrying full-time graduate work of the first or second year. The scholarships are available only to graduates of The University of Southern Calfiornia, cover tuition (not including fees) for one academic year only, and call for service return to the University in the form of clerical or other assistance. These scholarships are awarded on the basis of high scholastic records and need of financial assistance. For further information and for application forms address the Secretary, Committee on Scholarships and Student Aid, the University of Southern California. All applications must be in the hands of the committee not later than *July 15.*

32—Toronto, University of, Toronto, Canada. Department of Social Science.

A limited number of small scholarships and bursaries are available for qualified graduate students. These are described in the calendar of the Department. Application may be made upon special forms provided. Awards are announced after the autumn term has commenced.

33—Tulane University, New Orleans, La. School of Social Work.

SCHOLARSHIPS 1941–42

A limited number of free tuition scholarships available to qualified graduate students. Applications close *May 1, 1941.*

34—Washington University, St. Louis, Mo. George Warren Brown Department of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1941–42

Washington University offers the following scholarships to either first or second-year students:

Family Welfare Scholarship of $375.

One City Advisory Committee Scholarship of $300.

Two scholarships for block field work with Family Welfare Association of Milwaukee, seven months, $50 a month; open only to second-year students.

One scholarship for block field work with Associated Charities of Cincinnati, on same conditions as at Milwaukee (above).

Six Department scholarships: three for first year students, covering tuition; three for second year students, amounting to $350.

Several assistantships for advanced students varying from $400 to $700.

The Family Welfare scholarship carries the obligation to accept employment with the Provident Association of St. Louis for one year after the university work is completed, if offered.

Applications should be filed not later than *March 1, 1941,* and awards are made by the first of April for the following academic year.

35—Washington, University of, Seattle, Wash. Graduate School of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1941–42

The E. C. Neufelder scholarship, established by the will of Lily C. Neufelder, is open to any graduate woman who has already completed at least one quarter of graduate work in residence or who has finished her undergraduate work at the University of Washington. Award is made on the basis of excellent scholarship and financial need. Applications should be made to the Graduate School, 101 Parrington Hall, not later than *March 15, 1941;* the awards for the following year are announced about Commencement.

Three graduate assistantships are open to students who assist in the Graduate School of Social Work. Remuneration is complete tuition exemption and $15 a month. Applications are received directly by the Graduate School of Social Work from students who have had at least two quarters of professional training at a recognized school of social work.

The Arlien Johnson Scholarship is awarded annually to a beginning student in the Graduate School of Social Work on the basis of scholarship and need and provides free tuition. Applications should be made directly to the chairman of the Scholarship Committee of the Graduate School of Social Work.

FELLOWSHIPS

Two fellowships with the Family Society of Seattle are available to advanced students. The holders of these fellowships devote an equal part of their time to the agency and to their professional studies. These fellowships provide free tuition and continue until completion of the requirements for the degree. Applications should be made to the chairman of the Scholarship Committee of the Graduate School of Social Work.

One fellowship with the Washington Children's Home Society is available to an advanced student.

The holder of this fellowship devotes an equal part of his time to the agency and to his professional studies. This fellowship provides free tuition and continues until the student has completed the requirements for the degree. Application should be made directly to the chairman of the Scholarship Committee of the Graduate School of Social Work.

Sarah Loretta Denny Fellowships. Three fellowships are open to graduate students in any department of the University. Application should be made to the Graduate School, 101 Parrington Hall.

LOAN FUNDS

The Mildred E. Buck Loan Fund is available for small loans to students. Applications should be made to the Graduate School of Social Work. Loans are determined by scholarship, financial need, and prospective placement in a position. Terms are individual.

The Leona M. Hickman Student Loan Fund is available for male residents (one year) of King County, Washington, over 21 years of age. Period of loan is determined individually. Applications should be made to Donald Stewart, Department of Sociology, University of Washington, or to the Trustee, the People's National Bank of Washington, 1414 Fourth Avenue, Seattle.

The American Association of Social Workers, Puget Sound Group, Washington Chapter, Education Loan Fund is available to members, men or women. Applications should be made to the Education Loan Fund Committee, Mrs. Helen Dorman, Chairman, Graduate School of Social Work.

36—Western Reserve University, Cleveland, O. School of Applied Social Sciences.

FELLOWSHIPS, SCHOLARSHIPS, GRANTS-IN-AID AND LOAN FUNDS, 1941–42

Grants-in-aid are provided by Cleveland and Akron social agencies in Family Case Work, Child Welfare and Group Work, in amounts from $150 to $500 a year. They do not include tuition and the maximum is not sufficient to cover all expenses.

Grants-in-aid varying from $150 to $500 a year are also available to students in Home Economics and Nutrition, except for the last six months of the second year. A small loan fund is maintained by the Home Economics Committee of the Institute of Family Service.

Loan scholarships, limited in number, may be made available by Cleveland social agencies to students in Family Case Work, Child Welfare and Group Work.

Maintenance, covering room and board only, for students in Group Work and Child Welfare is available in settlements and some of the children's institutions.

Fellowships in Medical Social Work are maintained by the Social Service Department of the University Hospitals. First-year students who do not reside in Cleveland are eligible in the second semester for maintenance fellowships which provide a single room and meals in the residences of the University Hospitals. Second year students are eligible for fellowships varying in amount from $250 to $500 a year.

Loans are available in Medical Social Work from a fund established by the Eastern Central District of the American Association of Medical Social Workers, after satisfactory completion of the first semester of the first year. A loan fund has also been established by the Social Service Department of the University Hospitals.

Commonwealth Fund Fellowships are available in limited amounts to students specializing in Psychiatric Social Work.

Loans to meet emergencies which jeopardize continuance of work in the School may be obtained from a loan fund maintained by the Alumni Association.

All grants, loans, and fellowships are awarded on the basis of need after financial investigation.

Applications for the ensuing university year must be made not later than *April 1, 1941.*

37—William and Mary, College of, School of Social Work, Richmond, Va.

FELLOWSHIPS AND SCHOLARSHIPS 1941–42

Fellowships and scholarships varying from $100 to $250 are offered each year to college graduates for special work in such fields as family welfare, child welfare, psychiatric social work, recreation, and other branches of social work. One-half of each larger fellowship is a loan, repayable after graduation.

The number of scholarships offered each year varies with the qualifications and needs of the applicants.

II. OTHER UNIVERSITIES

1—Notre Dame, University of, Notre Dame, Ind. Department of Social Work.

SCHOLARSHIPS 1941–42

Ten University Scholarships of $300 each carrying a service requirement will be awarded this year. Applications should be made not later than *May 1, 1941.*

2—Wayne University, Detroit, Mich. School of Public Affairs and Social Work.

SCHOLARSHIPS AND FELLOWSHIPS 1941–42

Graduate students are eligible to apply for the general scholarships and loan funds open to all students in the University. In addition, 28 fellowships and student stipends have been provided by local and state agencies. These range from maintenance fellowships to those offering from $25 to $115 a month and lasting from five to twelve months. Applications for such fellowships must be made not later than *May 1, 1941.* A more detailed description of application procedure is found in the School catalog.

Chapter Promotion of Staff Development Programs

Early in January under authorization from the Executive Committee of the New York City Chapter the Committee on Staff Development Programs sent to a hundred odd representative social agencies a copy of the report on The Nature and Principles of the Staff Development Program which is printed elsewhere in this issue of THE COMPASS. With the report went a letter from the Committee asking each agency to express its opinion of the applicability of the principles stated in the report to its own program and to indicate any respects in which the agency questioned this applicability. The Chapter is already receiving responses to this request and the Committee plans to invite the executives of certain selected agencies to meet with it for discussion of the comments secured from agencies.